This fact sheet provides data that indicates competitiveness for selection at this board. Due to the quota nature of the promotion board process driven by the needs of the Air Force, the data is different from year to year. Therefore, this data may not be a reliable predictor of selection at future boards. The fact sheets are organized by competitive category.

#### **OPR Currency**

The first set of data presented is the currency of the Officer Performance Report (OPR) is indicated by three categories: Latest OPRs with close-out dates within 1 year of the convening date of the board, latest OPRs closing out between 12 and 18 months of the board, and latest OPRs that close-out between 18 and 24 months of the board.

#### **Satisfactory Reserve Participation**

Participation is in terms of Satisfactory R/R Years. A satisfactory year, or a good year, is indicated by 50+ participation points earned in the last reported year. The next category is good years for both of the last two reported years. Likewise, the next category is good years for the last three reported years.

#### **Developmental Education**

Intermediate Developmental Education (IDE) is the requisite level for the lieutenant colonels board. Developmental Education (DE) must be completed and recorded by the date the Officer Selection Briefs for the board are printed (the week before the board).

#### Education

For the BSC, MSC and the Nurse Corps, there are five categories: bachelor's degree, bachelor's plus (represents significant work toward an advanced degree), professional degrees, master's degrees and all degrees above a master's (e.g., Ph.D.). For Chaplain, Medical Corps and Dental Corps we break down the professional degree levels. Education information is masked for the Line and Line – Judge Advocate boards.

#### **Highest Decoration**

There are seven decoration categories. First is all medals higher than the Meritorious Service Medal (MSM), then Meritorious Service Medal, Air Medal, Aerial Achievement Medal, Air Force Commendation Medal (AFCM), Air Force Achievement Medal (AFAM), and no decorations received at least equivalent to Achievement Medal or higher. Equivalent joint decorations and equivalent decorations from other services are also counted here.

New this year is a currency analysis of the highest decoration. The year the decoration was awarded is tracked. Reported categories are decoration awarded within the calendar year the promotion selection board convened or the year previous, decoration awarded 2-3 years prior to the board convening, and decoration awarded 4-6 years prior to the board.

#### **Commander Information**

The two commander categories are Sitting Commander and Commander Experience as determined by AFSC information (duty, primary, secondary and tertiary information).

#### **Duty AFSC**

The categories are 4-level (staff), 3-level (qualified / aircraft commander), 2-level (intermediate / qualified pilot), 1-level (entry / student) and 0-level (special duty / reporting identifiers). These categories exclude sitting commander numbers.

#### **Deployment**

Deployments on the officer selection brief meet all of the following criteria: deployed after 11 September 2001, deployed in support of a named contingency with position identification on a contingency employment manning order, and deployed for 45 days or more. Categories for this analysis are no deployments, 1 - 2 deployments, and 3 - 5 deployments.

#### **Examples**

Percentages in the "Considered" column refer to those considered by the promotion board while percentages in the "Selected" column refer to those selected for promotion by the board. For example, of the 396 Line majors considered by the board 96% (381) completed IDE while all of those selected for promotion to lieutenant colonel (127) completed IDE.

#### DO NOT ASSUME that "filling the squares" in the tables will guarantee a promotion!!!

The members of the promotion selection board use the "Whole Person Concept" and consider the entire record of each individual. Not all those who completed IDE were selected, a few officers were selected who did not complete IDE but did complete Basic Developmental Education and a very few were selected who did not complete any Developmental Education at all.

LINE				
	Considered 396	Selected 127		
OPR Currency				
Top OPR close-out within 1 Year of board	89%	88%		
Top OPR close-out 1-1 1/2 Years of board	10%	11%		
Top OPR close-out 1 1/2-2 Years of board	<1%	1%		
Top OPR close-out > 15 Months of board	1%	1%		
Reserve Participation				
1 Satisfactory R/R year (1 year previous)	100%	100%		
2 Satisfactory R/R years (2 years previous)	99%	100%		
3 Satisfactory R/R years (3 years previous)	95%	99%		
<b>Developmental Education</b>				
IDE Completed	96%	100%		
BDE as Highest DE Completed	4%	0%		
Highest Decoration & Currency				
Decorations Higher than MSM	3%	6%		
2-3 Years of the Board	1%	1%		
3-6 Years of the Board	1%	3%		
MSM	87%	92%		
Within Board Year or Previous Year	41%	46%		
2-3 Years of the Board	32%	36%		
4-6 Years of the Board	9%	8%		
Air Medal	3%	2%		
2-3 Years of the Board	1%	0%		
4-6 Years of the Board	1%	1%		
Aerial Achievement as Highest Award	2%	1%		
2-3 Years of the Board	<1%	0%		
AFCM as Highest Award	6%	0%		
Within Board Year or Previous Year	1%	0%		
2-3 Years of the Board	1%	0%		
4-6 Years of the Board	1%	0%		
Commander Information				
Sitting Commander	13%	11%		
Commander Experience	17%	17%		

LINE (continued)			
	Considered	Selected	
	396	127	
Duty AFSC			
4-level DAFSC (Staff)	34%	36%	
3-level DAFSC (Qualified)	48%	49%	
2-level DAFSC (Intermediate)	1%	2%	
1-level DAFSC (Entry)	1%	1%	
0-level DAFSC (Special Duty)	3%	2%	
Deployments			
3 - 5	5%	9%	
1 - 2	21%	23%	
None	74%	69%	

#### **Discussion**

The select rate for the Selected Reserve Lieutenant Colonel Position Vacancy Line Board was 32%. No significant discriminating factors emerged between those considered by the board and those selected. This is due to the highly competitive nature of the board.

Although not a discriminating factor, 70% of those with a highest decoration higher than a Meritorious Service Medal were selected for promotion to lieutenant colonel.

Those with 3-5 deployments showing on the brief had a 58% select rate. Those with 1-2 deployments showing on the brief had a 35% select rate. Analysis indicates that this value (35.4%) was not significantly greater than the overall select rate of 32% (32.1%) while the select rate for those with 3-5 deployments was significantly greater than the overall select rate. Those with no deployments showing had a 29% (29.4%) select rate. This was not significantly less than the overall select rate.

NURSE COR	PS	
	Considered	Selected
	14	12
OPR Currency		
Top OPR close-out within 1 Year of board	93%	92%
Top OPR close-out 1-1 1/2 Years of board	7%	8%
Reserve Participation		
1 Satisfactory R/R year (1 year previous)	100%	100%
2 Satisfactory R/R years (2 years previous)	100%	100%
3 Satisfactory R/R years (3 years previous)	100%	100%
<b>Developmental Education</b>		
IDE Completed	93%	100%
BDE as Highest DE Completed	7%	0%
Education		
Masters Degree	86%	92%
Bachelors Degree	14%	8%
<b>Highest Decoration &amp; Currency</b>		
MSM	79%	83%
Within Board Year or Previous Year	21%	25%
2-3 Years of the Board	36%	33%
4-6 Years of the Board	7%	8%
AFCM as Highest Award	21%	17%
Within Board Year or Previous Year	7%	8%
2-3 Years of the Board	7%	8%
<b>Duty AFSC</b>		
3-level DAFSC (Qualified)	93%	100%
1-level DAFSC (Entry)	7%	0%
Deployments		
3 - 5	7%	8%
1 - 2	14%	17%
None	79%	75%

## **Discussion / Discriminating Factors**

The select rate for the Selected Reserve Lieutenant Colonel Position Vacancy Nurse Corps Board was 86%.

Due to the high select rate, no significant discriminating factors between those considered and those selected emerged in the analysis of the results.

Completion of IDE and completion of a Master's degree both emerged as slight discriminators. Those with IDE completed had a 92% select rate. No one was selected without IDE completed. Those with a Master's completed also had a 92% select rate.

Although not a discriminating factor, the three Nurse Corps majors who met this board with deployments showing on the selection briefs were all selected for promotion to lieutenant colonel.

MEDICAL CORPS			
	Considered 7	Selected 4	
OPR Currency			
Top OPR close-out within 1 Year of board	100%	100%	
Reserve Participation			
1 Satisfactory R/R year (1 year previous)	100%	100%	
2 Satisfactory R/R years (2 years previous)	71%	75%	
3 Satisfactory R/R years (3 years previous)	71%	75%	
<b>Developmental Education</b>			
IDE Completed	71%	75%	
No DE Completed	29%	25%	
Education			
Third Professional Degree	14%	25%	
Second Professional Degree	14%	0%	
First Professional Degree	71%	75%	
<b>Highest Decoration &amp; Currency</b>			
MSM	14%	25%	
2-3 Years of the Board	14%	25%	
AFCM as Highest Award	57%	75%	
Within Board Year or Previous Year	14%	25%	
2-3 Years of the Board	29%	25%	
4-6 Years of the Board	14%	25%	
No Decorations - AFAM or Better	29%	0%	
Duty AFSC			
4-level DAFSC (Staff)	14%	0%	
3-level DAFSC (Qualified)	71%	100%	
1-level DAFSC (Entry)	14%	0%	
Deployments			
1 - 2	29%	50%	
None	71%	50%	

#### **Discussion**

Small numbers preclude much of an analysis of discriminating factors for this board.

However, we did notice that both Medical Corps majors with deployments showing on the officer selection briefs were selected for promotion. Three of the four selects had completed Intermediate Developmental Education.

BIOMEDICAL SCIENCES CORPS			
Considered 10		Selected 4	
OPR Currency			
Top OPR close-out within 1 Year of board	60%	50%	
Top OPR close-out 1-1 1/2 Years of board	40%	50%	
Reserve Participation			
1 Satisfactory R/R year (1 year previous)	100%	100%	
2 Satisfactory R/R years (2 years previous)	100%	100%	
3 Satisfactory R/R years (3 years previous)	100%	100%	
<b>Developmental Education</b>			
IDE Completed	100%	100%	
Education			
Masters Degree	50%	50%	
First Professional Degree	50%	50%	
<b>Highest Decoration &amp; Currency</b>			
MSM	60%	75%	
Within Board Year or Previous Year	40%	50%	
4-6 Years of the Board	10%	25%	
AFCM as Highest Award	30%	25%	
2-3 Years of the Board	20%	25%	
4-6 Years of the Board	10%	0%	
No Decorations - AFAM or Better	10%	0%	
Duty AFSC			
3-level DAFSC (Qualified)	90%	100%	
Deployments			
None	100%	100%	

#### **Discussion**

The select rate for the Selected Reserve Lieutenant Colonel Position Vacancy BSC Board was 40%.

The small numbers preclude a detailed analysis.

MEDICAL SERVICE CORPS				
	Considered	Selected		
	13	4		
OPR Currency				
Top OPR close-out within 1 Year of board	85%	75%		
Top OPR close-out 1-1 1/2 Years of board	15%	25%		
Reserve Participation				
1 Satisfactory R/R year (1 year previous)	100%	100%		
2 Satisfactory R/R years (2 years previous)	100%	100%		
3 Satisfactory R/R years (3 years previous)	100%	100%		
<b>Developmental Education</b>				
IDE Completed	100%	100%		
Education				
Above Masters Degree	8%	25%		
Masters Degree	69%	50%		
First Professional Degree	8%	0%		
Bachelors Degree	15%	25%		
Highest Decoration & Currency				
MSM	85%	100%		
Within Board Year or Previous Year	38%	50%		
2-3 Years of the Board	38%	50%		
4-6 Years of the Board	8%	0%		
AFCM as Highest Award	15%	0%		
2-3 Years of the Board	8%	0%		
Duty AFSC				
3-level DAFSC (Qualified)	92%	100%		
0-level DAFSC (Special Duty)	8%	0%		
Deployments				
3 - 5	8%	0%		
1 - 2	46%	75%		
None	46%	25%		

#### **Discussion**

The select rate for the Selected Reserve Lieutenant Colonel MSC Position Vacancy Board was 31%.

The small numbers preclude a detailed analysis. However, three of the four selects had deployments showing on the selection briefs (out of the six considered with deployments).

DENTAL CORPS			
	Considered 1	Selected 1	
OPR Currency	_		
Top OPR close-out within 1 Year of board	100%	100%	
Reserve Participation			
1 Satisfactory R/R year (1 year previous)	100%	100%	
2 Satisfactory R/R years (2 years previous)	100%	100%	
3 Satisfactory R/R years (3 years previous)	100%	100%	
<b>Developmental Education</b>			
IDE Completed	100%	100%	
Education			
First Professional Degree	100%	100%	
<b>Highest Decoration &amp; Currency</b>			
AFCM as Highest Award	100%	100%	
2-3 Years of the Board	100%	100%	
Duty AFSC			
3-level DAFSC (Qualified)	100%	100%	
Deployments			
None	100%	100%	

#### **Discussion**

The only officer who met this board was selected for promotion.

CHAPLAIN			
	Considered 2	Selected 1	
OPR Currency			
Top OPR close-out within 1 Year of board	50%	100%	
Top OPR close-out 1-1 1/2 Years of board	50%	0%	
Reserve Participation			
1 Satisfactory R/R year (1 year previous)	100%	100%	
2 Satisfactory R/R years (2 years previous)	100%	100%	
3 Satisfactory R/R years (3 years previous)	100%	100%	
<b>Developmental Education</b>			
IDE Completed	50%	100%	
BDE as Highest DE Completed	50%	0%	
Education			
First Professional Degree	100%	100%	
<b>Highest Decoration &amp; Currency</b>			
MSM	50%	0%	
2-3 Years of the Board	50%	0%	
AFCM as Highest Award	50%	100%	
Within Board Year or Previous Year	50%	100%	
Duty AFSC			
3-level DAFSC (Qualified)	100%	100%	
Deployments			
1 - 2	50%	100%	
None	50%	0%	

#### **Discussion**

The only officer who was selected for promotion to lieutenant colonel by this board not only completed Intermediate Developmental Education but also had a deployment showing on the officer selection brief.

LINE – JUDGE ADVOCATE			
	Considered	Selected	
	8	8	
OPR Currency			
Top OPR close-out within 1 Year of board	88%	88%	
Top OPR close-out 1-1 1/2 Years of board	13%	13%	
Reserve Participation			
1 Satisfactory R/R year (1 year previous)	100%	100%	
2 Satisfactory R/R years (2 years previous)	100%	100%	
3 Satisfactory R/R years (3 years previous)	100%	100%	
<b>Developmental Education</b>			
IDE Completed	100%	100%	
<b>Highest Decoration &amp; Currency</b>			
Decorations Higher than MSM	13%	13%	
MSM	88%	88%	
Within Board Year or Previous Year	38%	38%	
2-3 Years of the Board	13%	13%	
4-6 Years of the Board	38%	38%	
Duty AFSC			
4-level DAFSC (Staff)	63%	63%	
3-level DAFSC (Qualified)	38%	38%	
Deployments			
1 - 2	13%	13%	
None	88%	88%	

#### **Discussion**

All the officers meeting this board were selected for promotion to lieutenant colonel.

LINE			
	Considered	Selected	Select Rate
	396	127	32%
OPR Currency			
Top OPR close-out within 1 Year of board	353	112	32%
Top OPR close-out 1-1 1/2 Years of board	39	14	36%
Top OPR close-out 1 1/2-2 Years of board	1	1	100%
Top OPR close-out > 15 Months of board	4	1	25%
Reserve Participation			
1 Satisfactory R/R year (1 year previous)	396	127	32%
2 Satisfactory R/R years (2 years previous)	391	127	32%
3 Satisfactory R/R years (3 years previous)	376	126	34%
Developmental Education			
IDE Completed	381	127	33%
BDE as Highest DE Completed	15	0	0%
Highest Decoration & Currency			
Decorations Higher than MSM	10	7	70%
2-3 Years of the Board	4	1	25%
4-6 Years of the Board	4	4	100%
MSM	345	117	34%
Within Board Year or Previous Year	164	59	36%
2-3 Years of the Board	127	46	36%
4-6 Years of the Board	35	10	29%
Air Medal	10	2	20%
2-3 Years of the Board	3	0	0%
4-6 Years of the Board	2	1	50%
Aerial Achievement as Highest Award	6	1	17%
2-3 Years of the Board	1	0	0%
AFCM as Highest Award	25	0	0%
Within Board Year or Previous Year	3	0	0%
2-3 Years of the Board	4	0	0%
4-6 Years of the Board	4	0	0%

LINE (continued)			
	Considered	Selected	Select Rate
	396	127	32%
Commander Information			
Sitting Commander	51	14	27%
Commander Experience	67	22	33%
Duty AFSC			
4-level DAFSC (Staff)	135	46	34%
3-level DAFSC (Qualified)	190	62	33%
2-level DAFSC (Intermediate)	4	2	50%
1-level DAFSC (Entry)	5	1	20%
0-level DAFSC (Special Duty)	11	2	18%
Deployments			
3 - 5	19	11	58%
1 - 2	82	29	35%
None	295	87	29%
Average R/R Points - Latest Year	206	225	

NURSE CORPS			
	Considered	Selected	Select Rate
OPP C	14	12	86%
OPR Currency	12	1.1	0.50/
Top OPR close-out within 1 Year of board	13	11	85%
Top OPR close-out 1-1 1/2 Years of board	1	1	100%
Reserve Participation	1.4	10	0.60/
1 Satisfactory R/R year (1 year previous)	14	12	86%
2 Satisfactory R/R years (2 years previous)	14	12	86%
3 Satisfactory R/R years (3 years previous)	14	12	86%
Developmental Education			
IDE Completed	13	12	92%
BDE as Highest DE Completed	1	0	0%
Education			
Masters Degree	12	11	92%
Bachelors Degree	2	1	50%
Highest Decoration & Currency			
MSM	11	10	91%
Within Board Year or Previous Year	3	3	100%
2-3 Years of the Board	5	4	80%
4-6 Years of the Board	1	1	100%
AFCM as Highest Award	3	2	67%
Within Board Year or Previous Year	1	1	100%
2-3 Years of the Board	1	1	100%
Duty AFSC			
3-level DAFSC (Qualified)	13	12	92%
1-level DAFSC (Entry)	1	0	0%
<b>Deployments</b>	_	-	
3 - 5	1	1	100%
1 - 2	2	2	100%
None	11	9	82%
110110	11		02/0
Average R/R Points - Latest Year	117	120	

	Considered	Selected	Select Rate
onn c	7	4	57%
OPR Currency		4	
Top OPR close-out within 1 Year of board	7	4	57%
Reserve Participation		4	
1 Satisfactory R/R year (1 year previous)	7	4	57%
2 Satisfactory R/R years (2 years previous)	5	3	60%
3 Satisfactory R/R years (3 years previous)	5	3	60%
Developmental Education			
IDE Completed	5	3	60%
No DE Completed	2	1	50%
Education			
Third Professional Degree	1	1	100%
Second Professional Degree	1	0	0%
First Professional Degree	5	3	60%
Highest Decoration & Currency			
MSM	1	1	100%
2-3 Years of the Board	1	1	100%
AFCM as Highest Award	4	3	75%
Within Board Year or Previous Year	1	1	100%
2-3 Years of the Board	2	1	50%
4-6 Years of the Board	1	1	100%
No Decorations - AFAM or Better	2	0	0%
Duty AFSC			
4-level DAFSC (Staff)	1	0	0%
3-level DAFSC (Qualified)	5	4	80%
1-level DAFSC (Entry)	1	0	0%
Deployments			0,0
1 - 2	2	2	100%
None	5	2	40%
	3		1070
Average R/R Points - Latest Year	166	190	

	Considered	Selected 4	Select Rate 40%
OPR Currency			
Top OPR close-out within 1 Year of board	6	2	33%
Top OPR close-out 1-1 1/2 Years of board	4	2	50%
Reserve Participation			
1 Satisfactory R/R year (1 year previous)	10	4	40%
2 Satisfactory R/R years (2 years previous)	10	4	40%
3 Satisfactory R/R years (3 years previous)	10	4	40%
Developmental Education			
IDE Completed	10	4	40%
Education			
Masters Degree	5	2	40%
First Professional Degree	5	2	40%
Highest Decoration & Currency			
MSM	6	3	50%
Within Board Year or Previous Year	4	2	50%
4-6 Years of the Board	1	1	100%
AFCM as Highest Award	3	1	33%
2-3 Years of the Board	2	1	50%
4-6 Years of the Board	1	0	0%
No Decorations - AFAM or Better	1	0	0%
Duty AFSC			
3-level DAFSC (Qualified)	9	4	44%
Deployments			
None	10	4	40%
Average R/R Points - Latest Year	144	143	

MEDICAL SERVICE CORPS			
	Considered	Selected 4	Select Rate 31%
	13		
OPR Currency			
Top OPR close-out within 1 Year of board	11	3	27%
Top OPR close-out 1-1 1/2 Years of board	2	1	50%
Reserve Participation			
1 Satisfactory R/R year (1 year previous)	13	4	31%
2 Satisfactory R/R years (2 years previous)	13	4	31%
3 Satisfactory R/R years (3 years previous)	13	4	31%
Developmental Education			
IDE Completed	13	4	31%
Education			
Above Masters Degree	1	1	100%
Masters Degree	9	2	22%
First Professional Degree	1	0	0%
Bachelors Degree	2	1	50%
Highest Decoration & Currency			
MSM	11	4	36%
Within Board Year or Previous Year	5	2	40%
2-3 Years of the Board	5	2	40%
4-6 Years of the Board	1	0	0%
AFCM as Highest Award	2	0	0%
2-3 Years of the Board	1	0	0%
Duty AFSC			
3-level DAFSC (Qualified)	12	4	33%
0-level DAFSC (Special Duty)	1	0	0%
Deployments			
3 - 5	1	0	0%
1 - 2	6	3	50%
None	6	1	17%
Average R/R Points - Latest Year	193	187	

DENTAL CORPS			
	Considered	Selected 1	Select Rate 100%
	1		
OPR Currency			
Top OPR close-out within 1 Year of board	1	1	100%
Reserve Participation			
1 Satisfactory R/R year (1 year previous)	1	1	100%
2 Satisfactory R/R years (2 years previous)	1	1	100%
3 Satisfactory R/R years (3 years previous)	1	1	100%
Developmental Education			
IDE Completed	1	1	100%
Education			
First Professional Degree	1	1	100%
Highest Decoration & Currency			
AFCM as Highest Award	1	1	100%
2-3 Years of the Board	1	1	100%
Duty AFSC			
3-level DAFSC (Qualified)	1	1	100%
Deployments			
None	1	1	100%
Average R/R Points - Latest Year	61	61	

CHAPLAIN			
	Considered	Selected 1	Select Rate 50%
	2		
OPR Currency			
Top OPR close-out within 1 Year of board	1	1	100%
Top OPR close-out 1-1 1/2 Years of board	1	0	0%
Reserve Participation			
1 Satisfactory R/R year (1 year previous)	2	1	50%
2 Satisfactory R/R years (2 years previous)	2	1	50%
3 Satisfactory R/R years (3 years previous)	2	1	50%
<b>Developmental Education</b>			
IDE Completed	1	1	100%
BDE as Highest DE Completed	1	0	0%
Education			
First Professional Degree	2	1	50%
Highest Decoration & Currency			
MSM	1	0	0%
2-3 Years of the Board	1	0	0%
AFCM as Highest Award	1	1	100%
Within Board Year or Previous Year	1	1	100%
Duty AFSC			
3-level DAFSC (Qualified)	2	1	50%
Deployments			
1 - 2	1	1	100%
None	1	0	0%
Average R/R Points - Latest Year	148	241	

	Considered	red Selected	Select Rate 100%
	8	8	
OPR Currency			
Top OPR close-out within 1 Year of board	7	7	100%
Top OPR close-out 1-1 1/2 Years of board	1	1	100%
Reserve Participation			
1 Satisfactory R/R year (1 year previous)	8	8	100%
2 Satisfactory R/R years (2 years previous)	8	8	100%
3 Satisfactory R/R years (3 years previous)	8	8	100%
Developmental Education			
IDE Completed	8	8	100%
Highest Decoration & Currency			
Decorations Higher than MSM	1	1	100%
MSM	7	7	100%
Within Board Year or Previous Year	3	3	100%
2-3 Years of the Board	1	1	100%
4-6 Years of the Board	3	3	100%
Duty AFSC			
4-level DAFSC (Staff)	5	5	100%
3-level DAFSC (Qualified)	3	3	100%
Deployments			
1 - 2	1	1	100%
None	7	7	100%
Average R/R Points - Latest Year	95	95	